

Civil Notes

Volume 2 Issue 2/3

July 2001

Special points of interest:

- FSA CR successfully completed reviews of the following states: Nevada, Idaho, W. Virginia, and Utah.

Inside this issue:

<i>Fed Womens Program</i>	1
<i>FSA CR New Staff</i>	1
<i>CMB NEWS</i>	3
<i>KC News</i>	4
<i>Program Events</i>	4
<i>Acknowledging FSA Scholars</i>	8
<i>HACU Story—Meeting the President</i>	9
<i>Note from the Director</i>	11
<i>PI&CB News</i>	
<i>Civil Right Branch News</i>	12

FSA Salutes Women in the Workplace



Acting Administrator Jim Little takes time to participate in FSA's Women's History Month Celebration.

The Federal Women's Program for the Washington Headquarters Office celebrated Women's History Month throughout March in a multitude of different ways. A calendar was distributed via email to WDC employees about celebratory events in the metropolitan area during Women's History month. A quiz on women's history was sent out via email to WDC employees. In addition, on March 8, International Women's Day, the Civil Rights and Small Business Utilization Staff had an international potluck luncheon to celebrate that occasion.

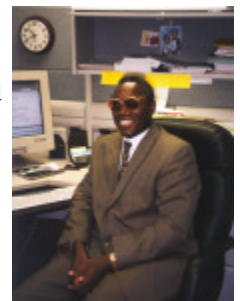
The 2001 national theme for Women's History Month was "Celebrating Women of Courage and Vision." In observance of this theme, the Federal Women's Program requested entries nominating female employees who exhibited courage and vision. There was a great response and there were a number of entries from the state and county offices. We were impressed by all the entries of women within the Farm Service Agency who had shown courage and vision in their personal and professional lives; therefore, we honored all the nominees. Cont'd Page 2

Welcomes and Promotions in the CR&SBUS Family



The Counseling and Mediation Branch would like to welcome Joanne Scott (formerly of the CR Branch) to its staff. Joanne will be a specialist with the group and is eager to contribute to the team.

Long-time EEO assistant, John Davis, also of the CM Branch was promoted to specialist. A true hard worker, John will surely leave his mark on his new position.



CR&SBUS wishes both Joanne and John well in addition to sending out congrats for all employees receiving promotions and making moves into and within the division.

Schedule of Events

- Sept 11—12, Education Coordination Council "Back to School Days" Conference.
- September 20, American Indian Council meeting
- Sept 26-27SEPM Training, Kansas City, Mo.
- Sept 26 -
- Department's Hispanic Program

-American Indian Special Emphasis Committee brown bag lunch with Debbie McBride a Navajo from New Mexico

September 2001

<i>Sun</i>	<i>Mon</i>	<i>Tue</i>	<i>Wed</i>	<i>Thu</i>	<i>Fri</i>	<i>Sat</i>
					1	
2	3	4	5	6	7	8
9	10	<u>11</u>	<u>12</u>	13	14	15
16	17	18	19	<u>20</u>	21	22
23	24	25	<u>26</u>	<u>27</u>	28	29
30						

Welcome and Promotions Cont'd



Christopher Sikes has ten years of federal service with the USDA Animal & Plant Health Inspection Service (APHIS). Mr. Sikes has performed as an outstanding scholar with the 1890 Summer Intern initiative: a Budget Analyst with the Program Analysis Branch, Budget and Accounting Division; a Management Analyst for Animal Care, Wildlife Services among other fine activities. He is currently enrolled in an Executive Leadership Program. Mr. Sikes will be exposed to the FSA/CR&SBUS leadership and work closely with its staff.

Women's History Month Celebration Cont'd

The Washington Headquarters Office held its main observance for Women's History Month on March 14, 2001, on the Patio in the Jamie L. Whitten Building at USDA. Catherine Thompson, the Federal Women's Program Manager and coordinator of the event, served as moderator of the program. Opening remarks were provided by Acting Administrator, James R. Little, who welcomed the distinguished guests and shared examples of women who had significantly contributed to agriculture. Mr. Little was introduced by Sean Clayton of the Civil Rights and Small Business Utilization Staff.



We were honored and pleased to have Chantel Tremitiere, a point guard for the Women's National Basketball League's Indiana Fever, as our keynote speaker. Ms. Tremitiere delivered a captivating speech about personal triumph and courage.

Ms. Tremitiere won the audience over with an unusual introduction. She walked to the podium and started reading, in a monotone and mumbled voice, from a sheet of paper into the microphone. She was slumped over the podium and did not look up at the audience members as she spoke of people forming stereotypes and how the audience probably assumed she was a dumb jock.

Women's History Month Cont'd

Ms. Tremitiere continued by stating that many in the audience would be relieved when they realized that she was not going to read her whole speech from a piece of paper. Ms. Tremitiere then balled up the piece of paper, threw it aside, and greeted the audience with a huge smile. She wanted to show how quickly people form judgments and stereotypes about other people and their abilities.

Chantel Tremitiere spoke candidly about her experiences. She was a biracial child born in a rural town in 1969, to a young, single mother who was forced to give her up for adoption. As a newborn baby, she was separated from the white babies and an "X" was placed on her crib. Ms. Tremitiere talked about growing up in a multi-cultural adopted family that helped and challenged her to strive for her goals, despite whatever setbacks she might encounter. During a particularly emotional part of the program, Ms. Tremitiere revealed that her birth mother was present and acknowledged her.



CR&SBUS staff pose with Miss Tremitiere, guest speaker for Women's History Month. L-R Catherine Thompson, Sean Clayton, Dr. Steven Newbold, Miss Tremitiere, Deborah Eyer, Scott M. Henne, and Dr. Yvonne Taylor



For musical entertainment, the Scotland School for Veterans' Children's Choir performed three elegant and soulful selections. Dr. Yvonne Taylor led the 50-voiced gospel choir, who traveled from their school in Scotland, Pennsylvania to celebrate with us.



Dr. H. Steven L. Newbold II presented Certificates of Recognition to the nominees of the Women of Courage and Vision Contest. Acting Executive Director for State Operations, Tim Denley, accepted the certificates on behalf of the nominees from the states.



2001 FSA Women of Courage and Vision nominees:

Cheryl Allee
Rebecca Bentley
Marlene Berger
Janet Connelly
Linda Gleason
Tonye B. Gross

Jillene Johnson
Sally Nunn
Brenda C. Riley
Tammy L. Tidwell
Gail Wargo

A Busy Year for the Counseling & Mediation Branch

CMB's - Busy Year

Informal EEO Complaint Program Training

CMB employees have been busy providing Informal EEO Complaint Program Training to FSA employees. This fiscal year, training has been provided to 1,102 FSA employees located in 14 states, and the Kansas City and St. Louis, Missouri office complexes. Employee feed-

back on the training has been overwhelmingly positive. If your organization is interested in finding out more about this training, please contact Mr. Rene Rodriguez at (530) 792-5544, or visit our website at <http://www.fsa.usda.gov/civil/staff/cmbhomepage.htm>

CMB's Website

CMB's website is up and running and provides current useful information to FSA employees. The website is

updated weekly and provides information on "What's New", CMB contacts, informal EEO complaint statistics, FSA EEO Counselor servicing areas, EEO complaint process, training, Frequently Asked Questions (FAQS), and EEO trends. <http://www.fsa.usda.gov/civil/staff/cmbhomepage.htm>

CMB's Annual Meeting

CMB held its annual training meeting in Miami, Florida the week of July 16, 2001. At the annual meeting, presentations were made by FSA employees Patti Hill, Employee Relations Specialist, Jim Logan, Classification Specialist, and Irene Seastrum, Workplace Violence Prevention Coordinator. CMB was lucky this year to have received training from five (5) EEOC Administrative Law Judges on: Rehabilitation Act; harassment; what's new at EEOC; EEO Law update; compensatory damages; and attorney's fees. In addition, an investigator with EEOC presented information on harassment and EEOC's ADR coordinator presented information on EEOC's ADR program. The training received is invaluable and will assist CMB in providing better service to FSA employees.

News from Kansas City

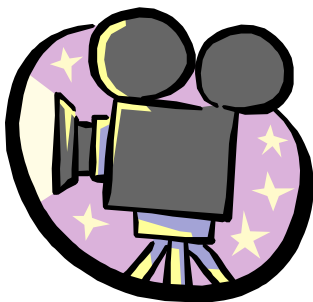
The Greater Kansas City Federal Executive Board is having their annual "Unity Day" training conference. This year's conference will be August 30, 2001 at Bartle Hall Convention Center in downtown Kansas City Missouri. The theme for this year's conference is "Many Faces - One Voice". The Kansas City FSA EEO & CRS is heading up the effort for employees to attend this conference. We are expecting 100 - 150 employees to attend this year's conference. The conference will feature informational workshops and invigorating speakers.

Plans for Hispanic Heritage Month

September 15 through October 15th has been designated as Hispanic Heritage Month. This time is set aside to honor Hispanic-Americans for their many contributions to our nation and culture. The theme for this year is: "Paving the Way for Future Generations."

Plans are being made to commemorate this celebration on Wednesday, October 10, 2001, 10:30 a.m., in the Jefferson Auditorium, 1400 Independence Avenue, S.W., in Washington, D.C.

Posters are available from HMS Co., and can be found on the Internet at:
<http://www.hmsdc.com/posters.html>



STRESS FREE LUNCH MOVIE-THON

The African American Special Emphasis Program Committee sponsored a Stress Free Lunch Movie-thon on May 15th and 17th. All employees in the WDC area were invited to bring their lunch and join us in viewing "Remember The Titans". The committee provided free popcorn during each viewing. Those in attendance said the movie was excellent and the idea was a great one. **The committee has a wide range of ideas for FY 2002 so look out for upcoming events!**

FSA Hosts Panel of Native American students

On Tuesday, July 24, 2001, the FSA Native American Special Emphasis Program Committee, sponsored an interview with three Washington Interns for Native Students (WINS). The panel discussion was in the USDA South Building.

The enlightening panel was made up of three Native American students. The students were Christina Clitso, of the Navajo Tribe, and her hometown is Kayenta, Arizona. Jeremy Marshall, of the Cherokee and Creek Tribes. He is from Welling, Oklahoma. Our third panel member was Martina Renee Minthorn of the Comanche, Zj Nez Perce, and Umatilla Tribes from Lawton, Oklahoma.

The WINS students shared their backgrounds, information on their choice of studies, and spoke of the differences and likeness of their tribes. Christina shared how her tribe was very traditional and that she spoke the Navajo language. She shared information about herself in the Navajo language. The students enlightened us with stories of their families and about some of their traditional customs. They encouraged everyone to visit a Pow Wow and to take part in the dancing if invited to participate. They brought traditional items with them to show us such as a dance and feather fan used in Pow Wows, necklaces and shoes.

Look for another exciting event soon. We will sponsor a brown bag, bring your own lunch event, in September, sponsored by the American Indian Special Emphasis Committee. See you there!!



Christina Clitso takes time from her work to smile for the camera. Christina was a participant in the WINS program this summer and interned with FSA's Civil Rights & Small Business Utilization Staff.

My trip to Dine' College by Holiday P. Jones

July 25 through July 27, 2001, Holiday P. Jones, EEO Specialist and Christina Clitso, a Washington Internship for Native Student (WINS) student took a short trip to Phoenix, Flagstaff, Kayenta, the Navajo Nation in Arizona, and Dine' College. Ms. Clitso's hometown is Kayenta, AZ., which is on the Navajo Reservation.

We had a very exciting and rewarding trip. We flew into Phoenix on Wednesday the 25th. When we landed the pilot enthusiastically informed us that the temperature was 114 degrees. We retrieved our luggage and went to get a rental car. Excited to be in Phoenix, but anxious to hit the road, and get to Flagstaff, we asked for directions. However, we were told that there was a huge traffic jam and that it was best to stay in Phoenix until after 6:00. We drove around Phoenix, toured the town and then we had dinner.

At around 6:00 that evening, we hit the road for the 148 mile, (2 ½ hour) drive to Flagstaff and our hotel destination. Phoenix is just about sea level, but Flagstaff is approximately 8,000 feet high in the mountains. We had a very scenic, mountainous and sometimes dangerous drive. The mountain views, valleys and canyons we passed along the way were breathtaking. There were, however, some very emotionally charged moments as we drove up the mountain, when the road hugged the side of the mountain. As we looked out the windows, all we could see was the bottom of a canyon. Just about every 18-wheeler we encountered, acted as if they owned the road. Many of those trucks, were speeding and hogging the road. We were relieved when we safely reached our destination. The temperature was a cool 78 degrees and rainy.

Early the next morning, we had a several hour drive ahead of us. After driving for a little more than two hours, we reached the Navajo Reservation. The reservation is the size of the state of West Virginia, and there are about 250,000 Navajo's who live there. We had to drive another two hours to reach Kayenta, AZ. Sadly as I looked at the miles and miles of vast land on the Navajo Reservation, I could not understand why I did not see any crops or livestock. I saw plenty of large rock formations, rocky flatlands, dry, parched land and prairie bush.

Ms. Clitso, informed me there was no water, so that the land would not sustain crops or much livestock. She also told me the Navajo Nation wanted to get an irrigation system, and clear the rocks.

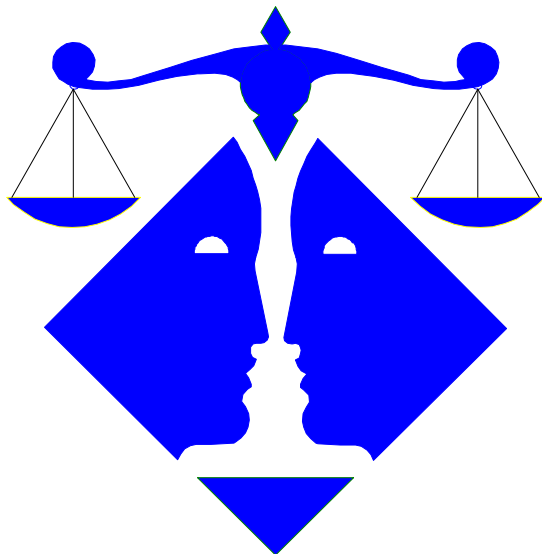
After reaching Kayenta, we had lunch at the local McDonald's. We again hit the road for the hour and forty five minute drive to Dine' College.

We visited with personnel in the Admissions Office and the Placement Center at Dine' College. Dine' College is a small 2 year college on the Navajo Reservation that grants 2 year Associate of Arts (A.A.) Degrees, Associate of Science (A.S.) Degrees and Associate of Applied Science (A.A.S.) Degrees and Certificates. Dine' College offers degrees for students who wish to transfer their earned credits to a four year college or university. Certificates are awarded to students who are seeking to acquire basic knowledge and skills. It offers over 25 programs of study, including Chemical Dependency, Wellness Education, Business, Computer Information Systems, Liberal Arts, Navajo Culture, Navajo Language, Social Science, Social Work, Computer Science, Pre-Engineering, Fitness/Recreation, Business Administration, and Clerical. We toured the main campus, (there are 3 campuses) and met several students who were currently enrolled.

After leaving the College, we drove back to Kayenta. I met Ms. Clitso's parents, her sisters and her brother. I visited for about 2 hours and had dinner with the Clitso family. Prior to having dinner, Mr. Clitso blessed our food in the traditional Navajo way in the native Navajo language. I was treated to several native Navajo dishes. After dinner, I was shown around their home. I then hit the road for my four plus hour drive back to Flagstaff.

The next morning, I had a 2 ½ hour drive to Phoenix, for my 8:30 a.m. flight back home.

The trip was extremely rewarding and enlightening. I learned many things about the Navajo people their culture and their many hardships.



Take Our Daughters to Work Day- April 26, 2001

The FSA Washington Headquarters Office participated in observing Take Our Daughters to Work Day on April 26, 2001. The event was sponsored by the Office of Civil Rights for the Department. Take Our Daughters to Work Day is held every year on the fourth Tuesday in April. It is a time when children between the ages of 9 and 15 are invited to accompany a parent or guardian to work. It is a time for the children to consider and gain interest in future careers. Take Our Daughters to Work Day is also a great opportunity for agencies to market their services and programs. This often starts the recruitment process by generating employment interest from the children.

All Department of Agriculture agencies were invited to display exhibits about their agency on the Patio of the Jamie L. Whitten building. FSA set up an informational display and gave out brochures on FSA and internship programs and opportunities. We also gave out bags that included a coloring book ,crayons, and items generously donated by the **Peanut Branch**. FSA employee, **Charlotte Stec**, entertained the crowd with balloon animals and magic tricks. **Deborah Eyer** and **Cleatus Robinson** painted the faces of participants.

Civil Rights and Small Business Utilization Staff Hold Training for State SEPMs

Deborah Eyer, Chief of the Equal Employment Opportunity Branch of the CR&SBUS, conducted training for the States' Special Emphasis Program Managers (SEPMs). The one-day training held on July 10, 2001, occurred in conjunction with the Federally Employed Women's National Training Program in Indianapolis, Indiana. Samora Bennerman, Holiday Jones, and Catherine Thompson assisted Ms. Eyer with the training.

Special Emphasis Program Managers were present from Alabama, California, Georgia, Indiana, Kansas, Maine, Massachusetts, Michigan, Minnesota, Missouri, Montana, New Mexico, New York, Ohio, Oregon, Pennsylvania, South Carolina, Utah, Washington, DC, and Wisconsin. There was great feedback about the training and the SEPMs had an opportunity to network with each other.

The training gave a basic overview of civil rights and equal opportunity. It further explained the required duties for SEPMs, as well as resources and ideas to help them perform those duties. It was agreed that the WDC office would provide guidance and further training to the SEPMs.

For the states that did not send their Special Emphasis Program Managers, there will be another training held in Kansas City on Sept. 26—27. If you are a Special Emphasis Program Manager for your state and did not attend the July training, please contact Catherine Thompson by email at Catherine_Thompson@wdc.fsa.usda.gov. We are attempting to update our database on current SEPMs for the states.

FSA'S SPECIAL SCHOLARS & INTERNS

SCHOLARS AND INTERNS

Farm Service Agency, Civil Rights and Small Business Utilization Staff, Supervisors and the Acting Administrator extended a big welcome to our scholars and interns.

HISPANIC ASSOCIATION OF COLLEGES AND UNIVERSITIES INTERNS (HACU)

This summer FSA had the privilege of employing twenty HACU interns nationwide. These interns were pursuing degrees in various academic areas. They stormed into FSA with the motivation and determination to fulfill the responsibility with which they have been charged. The interns ranged from sophomores in college to graduate or law school level students studying agriculture, food natural resource sciences, or other related fields.

We are pleased to note the following scholars pictured at a Meet and Greet with Acting Administrator James R. Little and Mondina Jolley, program coordinator. Also listed are the supervisors of the HACU interns.

Jarrold Backous
Sean Clayton
Wanda Menendez-Figueroa
Emmanuel Gonzalez
Monica Martinez-Marrero
Lidia Rodas
Jason Olivarri
Kelly Benavidez
Maria Urrecho-Pino
Carlos Valdivia
Elenia Acevedo Colon
Yahaira Betancourt
Idalia Perez-Torres
Anthony Cesareo-Cohen
John Paul Canela
Jessica Quinn
Mauel Blanco
Tatjana FERMAMDEZ
Aramando Sanchez
Fabian Beltran

David Schaad
Mondina Jolley
Bryan Stocking
Cliff Herron
Monte Nevitt
Don Engelbrecht
Susan J. Hunter
Jack R. Salava
Donna G. Ryles
Jerry Cornell
Fred Kaplan
Fred Kaplan
Fred Kaplan
Khristy Baughman
Peter Sleight
Peter Sleight
John Stencil
Brian Davies
Kim Hutchinson
Berlinda Baca

CA State Office-Davis
WDC-CR&SBUS-Portals Bldg.
Woodbury, IA County Ofc
WDC-Outreach Staff
AZ State Office-Phoenix
MO State Office-Kansas City
WI State Office-Madison
KS State Office-Manhattan
KCCO/DDOD-Missouri
KCCO/BCD/IMB-Missouri
WDC/FMD/AEPB-Park Center
WDC/FMD/AEPB-Park Center
WDC/FMD/AEPB-Park Center
KCAO/C&A-Missouri
WDC/HRD/E&LRB-L Street
WDC/HRD/E&LRB-L Street
CO State Office-Lakewood
WDC/ITSD/PPB
WDC/Budget
NM State Office-Las Cruces



HACU Students participate in Orientation along with Mondina Jolley (pictured far right), HACU Coordinator for FSA and Jim Little (not pictured).



Ms. Jolley converses with a HACU student while Acting Administrator Jim Little looks on.

HACU INTERN MEETS PRESIDENT

By John Canela, HACU Intern

A life time experience in D.C. The picture you're about to see has a story. In it, stars The President George W. Bush, Jr., John Canela (Me), and Jerry Gonzales (roommate).



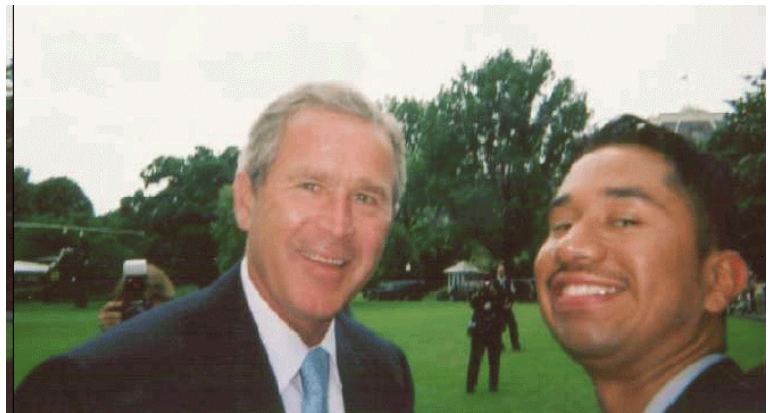
Before I came to D.C. I wrote down in my journal what I wanted to achieve. One of those goals was to meet the President. If it weren't for my faith in God and the advice that so many people have conveyed while working in D.C., I don't think I would have had the confidence to embark on this journey to meet influential, and motivating people like Congressman Reyes, the Alberto Gonzales (Council to the President) and other members of society. Ever since I met the President, it opened new doors in my life, and now I feel more thankful for the journey that God has bestowed upon me to experience.

You have no idea as to how I exactly felt. There was fear, excitement and joy, all in one when I engaged in a 15-second dialogue with the President about baseball. I can't believe that he asked in return, who my favorite baseball team is after telling him how much of a baseball fan I am. I responded with the Texas Ranger, even though I'm from Los Angeles. The Texas Rangers are one of my favorite baseball teams, because of Alex Rodriguez, a Texas Ranger. Rodriguez has illustrated on and off the field that if I want to succeed in life, I will have to keep striving to be the best by having hope and overcome any obstacle that gets in the way of my dreams. I understand that most people that meet the President don't talk about baseball, but in my encounter with the President was simply on the contrary. Instead of saying, "it's an honor to meet you," I spoke to him differently. I said, "I'm a huge baseball fan." But in this case, I meant what I said, because baseball, the great American past time, has given me the mental and

physical ability to succeed in whatever situation I encounter in life. Just by shaking the President's hand made me realize how much I've accomplish in a short period of time since I began my internship in D.C.

All I have to thank is those people who gave me the opportunity to speak with them and show them who I am and what my goals are in this internship with the FSA. However, I can't disclose the people that got me into the White House and gave me a personal tour, along with meeting the President and First Lady. I can, however, tell you that whoever I meet throughout the internship in D.C. are potential candidates to have a connection with in meeting someone like Colin Powell, Secretary of State or Dick Cheney, Vice President or even Ann Venneman. So what I have learned from just being in D.C. in less than 4 weeks, is that "you never know who you might met". That includes all the Congressmen that I have meet and personal staff of the White House.

I know you said a brief summary, but this is how short I can describe what went through my mind in just those 15 seconds of fame.



USDA/1890 NATIONAL SCHOLARS

FSA 2001 USDA/1890 National Scholars participated in the Departmental National Scholars Training. The scholars met in sessions dealing with the Employees Assistance, Sexual Harassment, and Ethics programs. They participated in Building Successful and Powerful Relationships sessions with their mentors (Bobby Solomon, Paul Luke, Richard Moraski, and Cluster McFalls). The sessions consisted of:

Working in a Team
 Goal Planning;
 Communication
 Handling Criticism
 Decision Making
 Working in a Diverse Workplace and,
 Managing Conflict



1890 Program Mentors (L-R)
 Paul Luke, Bobby Solomon,
 Cluster McFalls, and
 Rich Moraski.

The training closed with an awards ceremony honoring the scholars. The orientation gave the students an opportunity to meet each other, the agency coordinators and their mentors. The students learned the importance of being a USDA/1890 Scholar. Pictured below are the new scholars after the awards ceremony.



FSA 2001 **1890 National Scholars** (L-R) Tamara Ashton,
 Vickie Harper, Raenata Walker, and Willie Thomas.

WASHINGTON INTERNSHIP FOR NATIVE INTERNS (WINS)

FSA employed talented Native American interns for the summer. The program consisted of four components: academic source work, research, and internship within FSA, as well as cultural and social activities. The WINS participants have completed at least their sophomore year. They are active in school and community activities, have demonstrated success in college and are recommended by their advisors and tribes to participate in the program. Listed below are our WINS interns and their supervisors.

Robert Aragon, Jr.
 Leslie McFarland
 Christina Clitso

Charles Soisson
 LeAndrea Alsobrook
 Mondina Jolley

WDC/PM&AB-L Street
 WDC/E&LRB-L Street
 WDC-CR&SBUS-Portals Bldg.

A Note from the Director

H. Steven L. Newbold II

In this issue and others to follow, you have read about training opportunities presented for employees and managers by members of CR&SBUS.

I encourage you to take advantage of these training events in order to be better informed of the actions in your CR/EEO office and to learn more about how these actions benefit you.

I also ask that you help us continue to provide the very best in service to you by making suggestions about internal training you would like us to produce.

We have found it true that the better informed customer is a customer that can be more efficiently served and we want to better serve you!

Although some of these events are mentioned elsewhere in this newsletter I have gathered them here for you with a contact person and number.

Training	Date	Contact
Civil Rights Impact Analysis	Sep. 10—Sep 14	Samora Bennerman (202) 401 - 7219
Special Emphasis Program Training	Sept 26—27	Catherine Thompson (202) 401-7186
Preparing for a Management Review	September TBA	Elvin Earthly (334) 279- 3626
State Coordinator Civil Rights	October TBA	David Adams (202) 401- 7166
CMB Training	Managers Sept 18, 20 Employees Sept. 19	Deborah Lombardino (202) 401 - 7154

Program Inquiry & Complaint Branch News

Carlton O'neal was selected Chief of Program Complaints Inquiry Branch in April 2001. Dr. O'neal is a native of Barnesville, Georgia. In 1971, Carlton O'neal received a B.S. Degree in Agriculture Education from Fort Valley State College. A Master's Degree was received from Tuskegee Institute in Agriculture Education in 1972. He was awarded the Ph.D in Agriculture Education, Adult Education, Extension Education, and Research and Evaluation from The Ohio State University in 1977.

Dr. O'neal has approximately 24 years of federal service. His work experience includes employment with the University of Georgia Cooperative Extension Service, Georgia Department of Agriculture, and Alabama A&M University. Carlton has also worked for Farmers Home Administration in Alabama, Georgia, and Ohio.

Dr. O'neal is currently on detail to the position of Chief, Civil Rights Branch, CR & SBUS within USDA, Farm Service Agency. This detail will terminate on September 5, 2001.

USDA FSA CR&SBUS

1280 Maryland Avenue SW
Suite 580 B
Washington, DC 20024

Phone: 202-401-7200
Fax: 202-401-7100
Email: Cleatus_Robinson@wdc.fsa.usda.gov



The staff of Civil Rights and Small Business Utilization is committed to excellence. We strive to ensure that the precepts of Civil Rights are at the forefront of policy-making throughout the agency.

For more information on the Civil Rights & Small Business Utilization Staff, please contact the office at (202)-401-7220.

For submissions, please contact Cleatus Robinson at (202) 401-7200 or Cleatus_Robinson@wdc.fsa.usda.gov

Thank you

CIVIL RIGHTS BRANCH

The Civil Rights Branch is currently developing a module for the nationwide training of the State Civil Rights Coordinators. A 40 hour block of instruction is required for employees holding this position. We are tentatively planning to conduct two sessions that will cover all 50 states. We expect to have the module developed and training started to begin the new fiscal year.